

Course Name: Employee Motivation
Course code: HRD101
Duration: 5 Days

Course Description

Finding and placing the right person in the right job is critical to success. Now that the economy is improving that is no reason to lower your standards and hire the first person who walks through the door—a dreadful strategy. Now is the time to improve your hiring process. Discover how to maintain business efficiency and much more on this effective recruitment and selection workshop.

Topics Include:

- Directing People's Motivation
 - Motivation and peak performance
 - Sources of motivation
 - What we really want out of work
 - Making sure your workers feel respected in the workplace
 - Helping your workers participate in decision-making
 - Getting your workers working with you rather than for you
- Being a Leader Instead of a Boss
 - Every team needs a leader
 - What do workers need?
 - Being a leader
 - The difference between a boss and a leader
- Encouraging Commitment from Workers
 - Obedient workers aren't motivated workers
 - Commitment not compliance
 - Compacts and contracts
- Sharing a Vision
 - The importance of a vision
 - Things a vision isn't
 - What a vision is
 - Qualities of a powerful vision
- Opening Communication
 - Trust leadership and motivation
 - The truth the same truth and nothing but the truth
 - Matching your actions to your words
 - Four reasons why we don't tell them enough
- Communicating through Difficulties
 - Invite and pay attention to disagreement and criticism
 - Don't get caught in a triangle
 - Admitting your mistakes
- Sharing Trust
 - Why you can't lead them if you don't trust them
 - Don't they have to earn your trust?
 - Respect their privacy
- Learning from the Worst
 - Scrooge and motivation
 - Meet real-life modern-day Scrooges
 - Drum roll please for the worst boss of the year or any year
 - What Scrooge can teach us
- Work That Reinforces Itself

- Work is its own reward
- The parable of the pop machine
- Three principles of motivation
- Choosing Effective Rewards
 - Rewards and motivation to perform
 - Types of rewards

Course Objective

Upon completion of the course, participants will be able to:

- Provide direction for employees' motivation
- Lead a team to seek a common goal
- Develop a clear vision that will motivate workers
- Earn and keep employees' trust
- Show trust in one's employees
- Avoid the mistakes of bad motivators
- Encourage work that creates its own motivation to employees
- Use rewards to reinforce motivation

Who Should attend?

This course is for anyone who is interested in learning more about coaching and motivating employees.